



# Equal Opportunity Program News

*Fort Leonard Wood, MO*

Volume 8-06

EO HOTLINE 596-0601/EEO HOTLINE 596-0612 Aug 2006

**Dear Miss Mille:** I am a disabled civilian employee and I have been told that I can request a reasonable accommodation for my disability. What is a reasonable accommodation and what do I need to do to get the ball rolling?

### In Need in Deed

#### Dear Deed,

A reasonable accommodation is a change in the work environment or in the job application process that would enable a person with a disability to enjoy equal employment opportunities.

There are three general categories of reasonable accommodations: (1) changes to the job application process to permit people with disabilities to be considered for jobs; (2) changes to methods and processes of work requirements to enable people with disabilities to perform the essential functions of a job; and (3) structural changes to the work place in order to give people with physical disabilities equal access to the benefits and privileges of employment.

To "get the ball rolling," a person with a disability may start the process by making an oral or written request for a reasonable accommodation. Agencies must consider an individual's request if it is made to any of the following: his/her supervisor; a supervisor or manager in his/her immediate chain of command; the CPAC Office, the EEO office; any other office designated by the agency; or, in connection with the application process, any agency employee with whom the applicant has contact. An agency may not require people with disabilities to use particular words in their requests, nor may it wait to begin processing a request until a written form is submitted.

Finally, an agency **may** ask for medical information in connection with a request for reasonable accommodation. An agency is entitled to know that an individual has a covered disability that requires a reasonable accommodation. Therefore, the agency may ask for information about the disability, the activities it limits and the specific things needed for accommodation. Information can be requested ONLY if the disability and its effects are relevant to the job.

### EQUAL OPPORTUNITY AWARDS

*FOR 3<sup>rd</sup> Qtr Board Winner*



**Name:** SSG Rodney Blakemore

**Unit:** 252d MP DET, 342nd MP BN

**MOS:** 31B (Military Police)  
SMOS 13B

**Military/Civilian** ~~Education Requirements~~ **Set Sill**  
Military Police Investigator (MP),  
Hazardous Materials Course (HAF 12), Small  
Arms Maintenance Course (SAM 31), Unit  
Marksmanship Training, Cargo Container Course  
(CCC), Currently attending Columbia College,  
earning his Bachelors degree in Criminal Justice,  
and Associates degree in Business Management.

*See that no one pays back evil for evil, but always  
aim to show kindness and seek to do good to*

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### Equal Opportunity Notice

**Women's Equality Day** is 26 Aug 06. Contact your BDE EOA for more Details.

### National Hispanic Heritage Month 15

**Sept - 15 Oct.** Committee meetings are held each Tuesday 1500-1600 hrs at building 315, RM 227. Contact HQ, Garrison EOA SFC(P) Kibler @ 6-1013 for more details

### National Native American Indian Heritage Month

**1 Nov- 30 Nov.** Committee meetings will begin 2 Aug 06, and will be held every Wednesday 1600-1700 hrs at building 315, RM 227. Contact 3 BCT EOAs SFC Arellano or SFC Clayton @ 6-1398

### Equal Opportunity Training and Education

### EORC

**Equal Opportunity Representative Course** Training for the 4<sup>th</sup> quarter, FY 06 will be held **11-22 Sep 2006**. Contact your Brigade S3 schools or your branch specific EO representative for more information.

### CO2

**Consideration of Others (CO2)** training for the 1<sup>st</sup> quarter, FY 07 will be held **10<sup>th</sup> and 11<sup>th</sup> October 2006**. Contact your Brigade S3 schools or your branch specific detachment EO representative for more information.



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## Fort Leonard Wood, MO

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[EO HOTLINE 596-0601/EO HOTLINE 596-0602](#)

1 Aug 2006



### Special Emphasis Programs

The Native American/Alaskan Native Employment Program (NA/ANEP) serves to provide information and assistance to Native American/Alaskan Native individuals looking for and available for work on Fort Leonard Wood. In addition to providing information on potential employment through the Workforce Recruitment Program (WRP), Student Hire Program (STEP/SCEP) and utilizing local high schools and utilizes vocational schools with a large Native American/Alaskan Native populace, the NA/ANEP also promotes ethnic awareness and commemorates and recognizes the Native American/Alaskan Native cultural community.

Native American/Alaskan Native Heritage Month is recognized nation-wide each November to publicize and spread information on the heritage, culture and contributions Native Americans/Alaskan Natives have made to our great country. Various cultural events are offered to promote awareness of the culture of these great people both on the installation and throughout our local communities.

As is well documented in American history, many years ago, American Indians were forced to conform to the white man's standards of living. Since that time, American Indians have been in a constant struggle to define themselves by either attempting to resist domination or by simply reestablishing themselves within the eyes of their own community. American Indians are a proud people who are continually striving to maintain their heritage. Therefore, they are always in the process of remembering and celebrating their past even as they create new ways to imagine and shape the future.

As we celebrate Native American/Alaskan Native Heritage this November, Fort Leonard Wood promises to provide information rich in Native American/Alaskan Native culture. We can share with the community the richness and lineage of the songs, the power of their drums, the vibrant beauty of their art and the grace of these great people. Through these celebrations of heritage and promotion of cultural awareness, the average citizen will continue to learn and understand that American Indians are not what they've seen on the 'Big Screen'; they are every day people holding down jobs, forging a better life for themselves and their children, making friends and maintaining their heritage as best they can from family member to family member.

The Native American/Alaskan Native Special Emphasis Program works to enhance the Fort Leonard Wood community by providing employment information to

### EO Review

It is good to review equal opportunity definitions from time to time. So let's review: **Cross Cultural Barriers**, along with this we'll explore a variety of terms, meanings, and of course the positive and negative aspect of this topic. Our Armed Forces are rich in culture, beliefs and backgrounds. Some of us come from families that never left their own neighborhood, and yet many have traveled the world. Many of us have also been afforded the opportunity to travel abroad, during peace and in war. Soldiers, Sailors, Marines and Airman of every imaginable background in some cases return with a significant other from far away countries resulting in greater diversity among our communities. Regardless of where we relocate while serving our nation, the experience is irreplaceable.

Some examples of cultural barriers are the following: Language (verbal and non-verbal), Diet, Religion, Customs, Apparel, Education, Political views and Ideals these are just to name a few. Some of these barriers can effect mutual understanding, either positively or negatively. Normally this will depend on ones willingness to seek clarity and thoughtful insight of a certain culture, nation or people. Much to often people look for obvious differences rather than seeking to understand our commonalities normally based off stereotypes or perceptions. Regardless of where we come from, what color we are, or the clothes we wear, we all are human beings seeking the same thing in life, understanding, acceptance and the freedom from reprisal based off our race, ethnicity, gender, religion, political views, etc.

**Socialization:** All encompassing educational process from which values, goals, beliefs', attitudes and gender roles are acquired. This is the primary method of learning culture.

**Attitude:** Tendency to evaluate some symbol, object, or manner.

**Culture:** A group of people's way of life, the way they do things. A group of people has a separate culture when that group sets itself apart from others through its actions. (pictures are what makes countries unique)

and Fort Leonard Wood  
**Barrier:** Something immaterial that obstructs or hinders the progress of a person, group, or organization.